

DEPARTMENT OF TRANSPORTATION  
OFFICE OF THE SECRETARY

DEPARTMENTAL PERSONNEL MANUAL SYSTEM

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SUBJECT: Department of Transportation's Performance  
Management and Recognition System (PMRS)  
Plan Changes

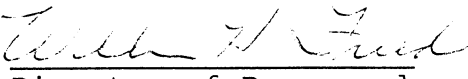
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In accordance with Title 5, Code of Federal Regulations, Part 430, Subpart D, Performance Appraisal for the Performance Management and Recognition System, the Departmental PMRS directive, DPM Letter 540-7, Department of Transportation's Performance Management and Recognition System Plan, dated July 25, 1991, is revised to allow critical and noncritical "work objectives" to be used in developing PMRS performance plans and in the PMRS rating process. A work objective is defined as:

a written statement containing one or more of the performance requirements of an employee's position, and the performance objectives used to evaluate job performance against such requirements. Work objectives are used and mean the same as job elements and performance standards in the performance appraisal process, including making and carrying out personnel decisions.

In addition, the requirement that PMRS employees rated Distinguished receive a minimum performance award amount of 2 percent of basic salary is withdrawn. Also withdrawn is the requirement that employees with the higher ratings at the same grade levels in the same organizational pool must receive larger award amounts than employees rated lower. These changes are in effect for the PMRS performance rating cycle ending July 31, 1993.

Any questions concerning the above changes should be directed to Robert Stokes in the Personnel Policy Division, M-16, on 366-9443.

  
Director of Personnel

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